

4 APR 1983

MEMORANDUM FOR: Deputy Director for Administration

FROM:

Director of Security

SUBJECT: Impact of Domestic Moves

DD/A Registry

83-0906/1

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1. Reference is made to your verbal request on 31 March 1983 that this Office provide you with our observations on the impact of domestic moves on our security program.

2. This matter has been appropriately reviewed within the Office of Security, and there is complete managerial agreement that we are experiencing severe problems staffing our domestic facilities. The case is somewhat difficult to document statistically, but we are well aware that our officers undergo real pain and discomfort when experiencing domestic transfer, particularly to the West Coast with its exorbitant real estate cost, and to cities like New York or Boston with their enormous tax rates.

3. Our sense of the problem is based on the following trends:

- ° Despite a depressed job market, it has become increasingly difficult to hire investigators, polygraph examiners, engineers and computer security specialists because of the mobility requirement. Some very attractive candidates with a deep interest in our program have declined employment based solely on their fear of experiencing financial hardship through relocation. This was not a significant problem in the years gone by.

- ° There is a very noticeable drop in the number of respondees to vacancy notices for positions that involve a domestic transfer. Positions that were always considered highly desirable are now going begging. In the past, this Office had a waiting list to fill the position of Resident Agent. This is far from the case today.

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° In career counseling sessions with both junior officers and mid-level managers, proposals for domestic moves are met with great trepidation because of the financial sacrifice that is likely to be involved. In a number of instances, this has placed considerable strain on family tranquility because of clear signals that, if pressed, our officers would have to effect the transfer without their families.

° A significant number of our officers have made it quite clear that complying with transfer orders cost them financial loss that has taken years to recover. Very few are willing to go through that experience again.

° Many of our junior officers have spouses that are required to work to supplement the family income. There is great reluctance to accept a domestic move where the spouse must resign employment and try to begin anew at another domestic location. The insecurity of the job market has just magnified this problem.

° In a number of instances, it has taken many months, up to a full year, to effect a transfer because of the inability of an officer to sell his residence. The high interest rates that make selling a home so difficult must also be contended with when purchasing a home at the point of transfer. The entire transaction then becomes almost a matter of double jeopardy.

4. In sum, the Office of Security Professional Subgroup Panel is very well aware that normally dedicated, capable and loyal employees are now highly sensitive to the issue of a domestic move. They are torn between the fear of financial disaster and the fear that their perceived immobility will have an adverse affect on career progression. Keeping a low profile when the hint of transfer is in the wind has become the norm rather than the exception. In many instances, there is considerable senior management sympathy for their plight.

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